

# Comparisons of Job Characteristics

**Focus Occupation:** [Human Resources Specialists \(13-1071\)](#)

**Associated Occupation:** [Compensation, Benefits, and Job Analysis Specialists \(13-1072\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 86

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Personnel and Human Resources	5.6	19.1	18.7	0	Current knowledge level may be sufficient
English Language	11.2	15.4	16.2	0	Current knowledge level may be sufficient
Mathematics	9.2	12.4	7.3	<<	Extensive education and/or training may be required
Administration and Management	8.4	12.2	12.1	0	Current knowledge level may be sufficient
Law and Government	5.9	9.4	9.4	0	Current knowledge level may be sufficient
Economics and Accounting	4.4	7.5	4.5	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 90

**Focus Occupation:** Human Resources Specialists (13-1071)

**Associated Occupation:** Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Active Listening	11.0	14.2	13.7	0	Current skill level may be sufficient
Critical Thinking	10.8	13.8	10.8	<<	Extensive development of skills in this area may be required
Systems Analysis	6.5	11.0	7.6	<<	Extensive development of skills in this area may be required
Operations Analysis	5.0	10.6	6.1	<<	Extensive development of skills in this area may be required
Mathematics	6.2	9.5	5.1	<<	Extensive development of skills in this area may be required

Systems Evaluation	6.4	9.5	6.8	<<	Extensive development of skills in this area may be required
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The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 94

**Focus Occupation: Human Resources Specialists (13-1071)**

**Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)**

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	13.3	14.9	>	Current ability level is likely sufficient
Oral Expression	12.4	13.0	14.8	>	Current ability level is likely sufficient
Written Comprehension	11.0	13.0	13.4	0	Current ability level may be sufficient
Deductive Reasoning	10.6	12.6	10.4	<	Some improvement in abilities may be required
Near Vision	11.1	11.7	11.8	0	Current ability level may be sufficient
Problem Sensitivity	11.1	11.6	9.8	<	Some improvement in abilities may be required
Written Expression	9.8	11.5	12.9	>	Current ability level is likely sufficient
Speech Clarity	10.2	11.1	13.0	>	Current ability level is likely sufficient
Category Flexibility	9.0	10.6	8.9	<	Some improvement in abilities may be required
Mathematical Reasoning	6.3	9.7	5.6	<<	Extensive improvement in abilities may be required
Number Facility	6.3	9.7	5.7	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 78

**Focus Occupation: Human Resources Specialists (13-1071)**

**Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)**

Work Activities	Exclusivity of Activity
Advise department managers in personnel matters	89
Conduct research on work-related topics	44
Conduct training for personnel	30
Ensure compliance with government regulations	76
Evaluate qualifications or eligibility of applicant for employment	84
Explain rules, policies or regulations	48
Fill out business or government forms	42
Maintain job descriptions	78
Make presentations	13

Obtain information from individuals	24
Prepare or maintain employee records	69
Understand government labor or employment regulations	87
Use government regulations	44
Use interviewing procedures	23
Use public speaking techniques	13

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 86

**Focus Occupation: Human Resources Specialists (13-1071)**

**Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)**

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.